Human Resources and Social Development Canada

**LABOUR PROGRAM**

# Workplace Bulletin

## September 15, 2006

Également disponible en français.

---

The *Workplace Bulletin,* issued by the **Workplace Information Directorate,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

## In this issue


Page

- Wage Settlements—**July 2006** analysis and wage data ..... 2
- Current and Upcoming Key Negotiations ..... 15
- Major Work Stoppages ..... 18
- Coming in the next *Bulletin* ..... 18
- For more information ..... 18
- Mailing list—Add or remove my name ..... 19


Government of Canada Gouvernement du Canada

Canada

# Wage Settlements

## Wage Settlements Covering 500 or More Employees
## July 2006

Major collective bargaining settlements reached in the month of July 2006 provided base-rate wage adjustments averaging 2.6% annually over the contract term, up from the 2.5% average recorded in the previous month. The results for July 2006 are based on a review of 34 major settlements reached and cover 90,430 employees.

When the parties to these settlements previously negotiated, contract duration averaged 33.3 months and the resulting wage adjustments averaged 2.4%, compared to the 2.6% in their current round of settlements and average contract duration of 38.4 months.

Wage adjustments in the July settlements ranged from a low of 1.3% for 3,500 ambulance technicians with the Government of Quebec, up to a high of 3.8% for 1,200 police officers with the York Police Services Board in Ontario.

Wage gains in July were higher in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.8% for 67,170 employees in 17 agreements. Private-sector wage adjustments averaged 2.2% for 23,260 employees in 17 agreements.

On a jurisdictional basis, Alberta registered the largest average wage adjustment, at 3.4% (3 agreements covering 7,030 employees). The second largest average increase was posted in New Brunswick at 3.1% (8 agreements covering 9,390 employees). The smallest average wage adjustment was recorded in Quebec at 1.4% (4 agreements covering 9,960 employees). The largest concentration of agreements (29.4%) and employees (35.3%) was in Ontario where wage adjustments averaged 2.9%.

On an industry basis, average wage adjustments in July 2006 ranged from a high of 3.5% in the construction sector (4 agreements covering 3,400 employees), to a low of 1.6% in the transportation sector (4 agreements covering 8,970 employees). The largest concentration of agreements and employees was in the public administration sector (29.4% of all agreements with 42.7% of all employees) where wage adjustments averaged 2.7%. Wage adjustments in the education health and social services (with the second largest concentration of employees) also averaged 2.7%. Wage adjustments in the entertainment and hospitality sector averaged 2.9% and in the manufacturing sector, 2.3%.

For major settlements to date in 2006 (January to July), wage adjustments are averaging 2.6%.

**Average Annual Percentage Wage Adjustments by Month**

| | 2006 | | |
|---|---|---|---|
| | **May** | **June** | **July** |
| **Sectors** | | | |
| Public Sector | 3.4 | 2.7 | 2.8 |
| Private Sector | 2.2 | 2.0 | 2.2 |
| **All Industries/Jurisdictions** | | | |
| Average Annual Adjustment | 3.1 | 2.5 | 2.6 |
| Non-COLA | 3.1 | 2.5 | 2.7 |
| COLA | 2.4 | 1.7 | 2.3 |
| | | | |
| First-Year Adjustment | 2.9 | 2.5 | 2.5 |
| Non-COLA | 2.9 | 2.6 | 2.5 |
| COLA | 2.9 | 1.3 | 3.1 |
| **Industries** | | | |
| Primary Industries | 2.1 | 4.2 | - |
| Utilities | - | 1.7 | - |
| Construction | - | 3.7 | 3.5 |
| Manufacturing | 1.9 | 1.1 | 2.3 |
| Wholesale and Retail Trade | 2.9 | 1.5 | - |
| Transportation | 3.3 | - | 1.6 |
| Finance and Professional Services | 3.5 | 1.0 | - |
| Education, Health and Social Services | 3.4 | 2.7 | 2.7 |
| Entertainment and Hospitality | - | 3.1 | 2.9 |
| Public Administration | 3.0 | 3.1 | 2.7 |

| | 2006 | | |
|---|---|---|---|
| | **May** | **June** | **July** |
| **Jurisdictions** | | | |
| Newfoundland and Labrador | - | 2.0 | - |
| Nova Scotia | 4.1 | 2.5 | 2.8 |
| New Brunswick | 1.2 | - | 3.1 |
| Quebec | 1.6 | 1.4 | 1.4 |
| Ontario | 2.9 | 2.7 | 2.9 |
| Manitoba | - | 3.1 | - |
| Alberta | 3.4 | 3.3 | 3.4 |
| British Columbia | 3.5 | 2.1 | 3.0 |
| Multiprovince | 4.1 | - | - |
| Federal Jurisdiction | 3.2 | 2.6 | 2.4 |

**Average Annual Percentage Wage Adjustments by Quarter**

| | 2005 | | 2006 | |
|---|---|---|---|---|
| | **3rd** | **4th** | **1st** | **2nd** |
| **Sectors** | | | | |
| Public Sector | 2.9 | 1.6 | 2.2 | 2.8 |
| Private Sector | 2.7 | 2.1 | 2.5 | 2.2 |
| **All Industries/Jurisdictions** | | | | |
| Average Annual Adjustment | 2.8 | 1.7 | 2.2 | 2.7 |
| Non-COLA | 2.9 | 1.6 | 2.2 | 2.8 |
| COLA | 2.7 | 2.4 | 2.9 | 2.2 |
| First-Year Adjustment | 3.0 | 1.4 | 2.1 | 2.9 |
| Non-COLA | 3.0 | 1.2 | 2.0 | 2.9 |
| COLA | 3.0 | 2.7 | 3.0 | 2.0 |

| | 2005 | | 2006 | |
|---|---|---|---|---|
| | 3rd | 4th | 1st | 2nd |
| **Industries** | | | | |
| Primary Industries | 2.7 | 2.2 | 1.5 | 2.7 |
| Utilities | 1.6 | 3.1 | 2.6 | 1.7 |
| Construction | 3.1 | - | - | 3.7 |
| Manufacturing | 2.6 | 2.5 | 2.1 | 1.8 |
| Wholesale and Retail Trade | 2.7 | 1.1 | 1.7 | 2.1 |
| Transportation | 2.8 | 2.5 | 2.2 | 2.8 |
| Information and Culture | 2.8 | 2.1 | 3.3 | 2.4 |
| Finance and Professional Services | - | 2.2 | 2.5 | 2.5 |
| Education, Health and Social Services | 3.0 | 1.6 | 2.1 | 2.8 |
| Entertainment and Hospitality | 3.3 | 1.9 | 2.7 | 3.1 |
| Public Administration | 2.9 | 1.6 | 2.7 | 3.0 |
| **Jurisdictions** | | | | |
| Newfoundland and Labrador | 2.7 | 1.5 | - | 2.0 |
| Prince Edward Island | - | 3.0 | - | 2.8 |
| Nova Scotia | 3.2 | 3.3 | - | 3.1 |
| New Brunswick | 2.5 | 3.0 | 3.8 | 1.2 |
| Quebec | 2.8 | 1.6 | 2.1 | 1.6 |
| Ontario | 2.9 | 2.8 | 2.7 | 2.9 |
| Manitoba | 3.1 | 2.9 | 2.4 | 3.1 |
| Saskatchewan | 1.1 | 2.1 | 2.1 | - |
| Alberta | 3.1 | 2.6 | 3.1 | 3.4 |
| British Columbia | 1.3 | 0.1 | 1.6 | 2.7 |

| | 2005 | | 2006 | |
|---|---|---|---|---|
| | 3rd | 4th | 1st | 2nd |
| Territories | 3.1 | 2.7 | - | 3.1 |
| Multiprovince | 4.1 | 4.2 | 3.3 | 4.1 |
| Federal Jurisdiction | 2.7 | 2.2 | 2.3 | 2.6 |

**Average Annual Percentage Wage Adjustments by Year**

| | 2003 | 2004 | 2005 | 2006 |
|---|---|---|---|---|
| **Sectors** | | | | |
| Public Sector | 2.9 | 1.4 | 2.2 | 2.6 |
| Private Sector | 1.2 | 2.2 | 2.4 | 2.3 |
| **All Industries/Jurisdictions** | | | | |
| Average Annual Adjustment | 2.5 | 1.8 | 2.3 | 2.6 |
| Non-COLA | 2.5 | 1.7 | 2.2 | 2.6 |
| COLA | 2.6 | 3.1 | 2.5 | 2.5 |
| | | | | |
| First-Year Adjustment | 2.5 | 1.1 | 2.1 | 2.6 |
| Non-COLA | 2.6 | 0.9 | 2.1 | 2.6 |
| COLA | 2.2 | 3.2 | 2.8 | 2.5 |
| **Industries** | | | | |
| Primary Industries | 2.8 | 3.0 | 2.1 | 2.5 |
| Utilities | 2.4 | 3.1 | 2.6 | 2.4 |
| Construction | 2.8 | 2.7 | 2.5 | 3.5 |
| Manufacturing | 2.5 | 2.4 | 2.5 | 1.9 |
| Wholesale and Retail Trade | 1.2 | 1.5 | 1.9 | 2.0 |
| Transportation | 1.6 | 0.7 | 2.9 | 2.0 |
| Information and Culture | 1.5 | 2.7 | 2.3 | 3.0 |
| Finance and Professional Services | 2.8 | 1.3 | 2.3 | 2.5 |

| | 2003 | 2004 | 2005 | 2006 |
|---|---|---|---|---|
| Education, Health and Social Services | 3.3 | 0.9 | 2.1 | 2.5 |
| Entertainment and Hospitality | 2.6 | 2.7 | 1.9 | 2.9 |
| Public Administration | 2.3 | 2.4 | 2.4 | 2.8 |
| **Jurisdictions** | | | | |
| Newfoundland and Labrador | 3.1 | 1.0 | 2.1 | 2.0 |
| Prince Edward Island | 3.2 | 2.4 | 2.5 | 2.8 |
| Nova Scotia | 3.3 | 4.7 | 3.2 | 3.1 |
| New Brunswick | 2.8 | 4.1 | 3.0 | 3.0 |
| Quebec | 2.1 | 2.6 | 1.6 | 1.6 |
| Ontario | 3.3 | 3.0 | 2.7 | 2.8 |
| Manitoba | 2.9 | 2.6 | 2.9 | 2.6 |
| Saskatchewan | 3.0 | 1.0 | 1.9 | 2.1 |
| Alberta | 3.0 | 3.1 | 3.0 | 3.3 |
| British Columbia | 1.3 | -1.6 | 0.5 | 2.4 |
| Territories | 2.5 | 3.0 | 3.0 | 3.1 |
| Multiprovince | 1.1 | 2.7 | 4.1 | 3.5 |
| Federal Jurisdiction | 1.8 | 1.6 | 2.6 | 2.5 |

***Note:*** *Data for 2006 are year-to-date.*

## Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

| Year | Public | Private | All |
|---|---|---|---|
| **1985** | 3.8 | 3.3 | 3.7 |
| **1986** | 3.6 | 3.0 | 3.4 |
| **1987** | 4.1 | 3.8 | 4.0 |
| **1988** | 4.0 | 5.0 | 4.4 |
| **1989** | 5.2 | 5.2 | 5.2 |
| **1990** | 5.6 | 5.7 | 5.6 |
| **1991** | 3.4 | 4.4 | 3.6 |

| Year | Public | Private | All |
|---|---|---|---|
| **1992** | 2.0 | 2.6 | 2.1 |
| **1993** | 0.6 | 0.8 | 0.7 |
| **1994** | 0.0 | 1.2 | 0.3 |
| **1995** | 0.6 | 1.4 | 0.9 |
| **1996** | 0.5 | 1.7 | 0.9 |
| **1997** | 1.1 | 1.8 | 1.5 |
| **1998** | 1.6 | 1.8 | 1.7 |
| **1999** | 2.0 | 2.7 | 2.2 |
| **2000** | 2.5 | 2.4 | 2.5 |
| **2001** | 3.4 | 3.0 | 3.3 |
| **2002** | 2.9 | 2.6 | 2.8 |
| **2003** | 2.9 | 1.2 | 2.5 |
| **2004** | 1.4 | 2.2 | 1.8 |
| **2005** | 2.2 | 2.4 | 2.3 |
| **2006** | 2.6 | 2.3 | 2.6 |

***Note:*** *Data for 2006 are year-to-date.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

***OTHER DETAILED TABLES***

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at Other detailed tables.

## Major Settlements Reached in July 2006

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| **Construction** | | | | |
| Mechanical Contractors Association of N.B. Inc.<br>province-wide, New Brunswick<br>United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada (AFL-CIO/CLC)<br>plumbers and pipefitters | 1,500 | 3.5 | 36.0 | Jun 30, 2009 |
| Moncton Northeast Construction Association Inc.<br>Moncton, New Brunswick<br>Laborers' International Union of North America (AFL-CIO/CLC)<br>labourers | 600 | 3.7 | 35.9 | Jun 30, 2009 |
| Moncton Northeast Construction Association Inc.<br>Moncton, New Brunswick<br>Laborers' International Union of North America (AFL-CIO/CLC)<br>labourers | 600 | 3.5 | 35.9 | Jun 30, 2009 |
| Saint John Construction Association Inc.<br>Saint John County and other centres,<br>New Brunswick<br>Laborers' International Union of North America (AFL-CIO/CLC)<br>labourers | 700 | 3.2* | 48.0 | Jun 30, 2010 |
| **4 agreements** | **3,400** | **3.5** | **38.5** | |
| **Manufacturing** | | | | |
| Domtar inc.<br>Windsor, Quebec<br>Fédération des travailleurs et des travailleuses du papier et de la forêt (CSN)<br>production employees | 700 | 2.5 | 60.0 | Apr 30, 2010 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Galco Food Products Limited<br>Brampton, Ontario<br>United Food and Commercial Workers International Union (AFL-CIO/CLC)<br>plant and maintenance employees | 650 | 2.4 | 36.0 | May 31, 2009 |
| Goodyear Canada Inc.<br>Valleyfield, Quebec<br>Communications, Energy and Paperworkers Union of Canada (CLC)<br>plant and maintenance employees | 960 | 1.7* | 36.0 | Jun 30, 2008 |
| Hershey Canada Inc., Moirs Division<br>Dartmouth, Nova Scotia<br>Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (AFL-CIO/CLC); International Brotherhood of Teamsters (AFL-CIO/CLC)<br>production employees | 800 | 2.8 | 24.0 | Mar 31, 2008 |
| **4 agreements** | **3,110** | **2.3** | **38.3** | |
| **Transportation** | | | | |
| Jazz Air LP<br>system-wide, Multiprovince<br>National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC)<br>aircraft maintenance employees; technical and maintenance employees | 910 | 1.5 | 36.0 | Jun 30, 2009 |
| Jazz Air LP<br>system-wide, Multiprovince<br>National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC)<br>customer service employees | 980 | 1.5 | 36.0 | Jun 30, 2009 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Air Canada<br>system-wide, Multiprovince<br>National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC)<br>passenger agents; customer service employees | 6,430 | 1.5 | 35.8 | May 31, 2009 |
| Greater Toronto Airports Authority<br>Toronto, Ontario<br>Public Service Alliance of Canada (CLC)<br>office employees; service and maintenance employees | 650 | 3.0 | 48.0 | Jul 31, 2010 |
| **4 agreements** | **8,970** | **1.6** | **36.9** | |
| **Education, Health and Social Services** | | | | |
| Capital Care Group<br>Edmonton, Alberta<br>Alberta Union of Provincial Employees (CLC)<br>support employees | 1,000 | 3.0 | 12.0 | Jun 30, 2008 |
| Edmonton School District No. 7<br>Edmonton, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 4,930 | 3.5 | 12.0 | Aug 31, 2007 |
| Government of New Brunswick<br>province-wide, New Brunswick<br>New Brunswick Union of Public and Private Employees (CLC)<br>health and social care professional employees | 770 | 2.5 | 60.0 | Dec 31, 2009 |
| Government of New Brunswick<br>province-wide, New Brunswick<br>New Brunswick Union of Public and Private Employees (CLC)<br>para-medical technical employees | 1,350 | 2.5 | 60.0 | Dec 31, 2009 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Government of Quebec<br>province-wide, Quebec<br>Fédération de la santé et des services sociaux (CSN)<br>ambulance technicians | 3,500 | 1.3 | 75.0 | Mar 31, 2010 |
| Ontario Hospital Association<br>province-wide, Ontario<br>Canadian Union of Public Employees (CLC)<br>non-medical employees | 18,000 | 2.8 | 36.0 | Sep 28, 2009 |
| University of Western Ontario<br>London, Ontario<br>Public Service Alliance of Canada (CLC)<br>teaching assistants | 1,430 | 3.1 | 48.0 | Aug 31, 2010 |
| University of Western Ontario<br>London, Ontario<br>University of Western Ontario Staff Association (Independent-local)<br>office employees | 1,100 | 3.0 | 48.0 | Jun 30, 2010 |
| **8 agreements** | **32,080** | **2.8** | **38.4** | |
| **Entertainment and Hospitality** | | | | |
| Canadian Niagara Hotels Inc.<br>Niagara Falls, Ontario<br>Hotel Employees and Restaurant Employees International Union (AFL-CIO/CLC)<br>hotel employees | 530 | 3.0 | 36.0 | Jan 05, 2009 |
| Coast Hotels Ltd.<br>Nanaimo and other centres, British Columbia<br>Unite Here Canada (AFL-CIO/CLC)<br>hotel employees | 750 | 3.0 | 36.0 | Apr 30, 2009 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Hospitality Industrial Relations<br>province-wide, British Columbia<br>Unite Here Canada (AFL-CIO/CLC)<br>hotel employees | 2,300 | 3.0 | 36.0 | May 31, 2009 |
| Woodbine Entertainment Group<br>province-wide, Ontario<br>Canadian Racetrack Workers Union<br>(Independent-natl.)<br>racetrack employees | 700 | 2.5 | 36.0 | Dec 31, 2008 |
| **4 agreements** | **4,280** | **2.9** | **36.0** | |
| **Public Administration** | | | | |
| City of Calgary<br>Calgary, Alberta<br>International Association of Fire Fighters<br>(AFL-CIO/CLC)<br>firefighters | 1,100 | 3.3 | 27.0 | Mar 31, 2006 |
| Corporation of the City of Thunder Bay<br>Thunder Bay, Ontario<br>Canadian Union of Public Employees (CLC)<br>inside and outside employees | 650 | 2.1 | 36.0 | Dec 31, 2008 |
| Government of Canada<br>Canada-wide, Multiprovince<br>Canadian Association of Professional Employees<br>(Independent-natl.)<br>social science employees; economists | 8,770 | 2.5 | 12.0 | Jun 22, 2007 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Government of Canada<br>Canada-wide, Multiprovince<br>Professional Institute of the Public Service of Canada (Independent-natl.)<br>computer operators | 10,500 | 3.0 | 36.0 | Dec 21, 2007 |
| Government of New Brunswick<br>province-wide, New Brunswick<br>Canadian Union of Public Employees (CLC)<br>health and social care professional employees | 1,350 | 3.0 | 60.0 | Aug 15, 2009 |
| Government of New Brunswick<br>province-wide, New Brunswick<br>New Brunswick Union of Public and Private Employees (CLC)<br>administrative and support employees | 2,520 | 3.0 | 60.0 | Dec 31, 2009 |
| Government of Ontario<br>province-wide, Ontario<br>Ontario Provincial Police Association (Independent-natl.)<br>administrative and support employees | 2,300 | 3.1 | 36.0 | Dec 31, 2008 |
| Government of Ontario<br>province-wide, Ontario<br>Ontario Provincial Police Association (Independent-natl.)<br>police officers | 5,400 | 3.1 | 36.0 | Dec 31, 2008 |
| Government of Quebec<br>province-wide, Quebec<br>Quebec Provincial Police Association (Independent-natl.)<br>police officers | 4,800 | 1.4 | 87.0 | Mar 31, 2010 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Regional Municipality of York Police Services Board<br>Newmarket, Ontario<br>The York Regional Police Association (Independent-local)<br>police officers | 1,200 | 3.8 | 36.0 | Dec 31, 2008 |
| **10 agreements** | **38,590** | **2.7** | **39.0** | |
| | | | | |
| **Agreements with COLA - 2 agreements** | **1,660** | **2.3** | **41.1** | |
| **Agreements without COLA - 32 agreements** | **88,770** | **2.7** | **38.3** | |
| **All Agreements - 34 agreements** | **90,430** | **2.7** | **38.4** | |

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

## Current and Upcoming Key Negotiations

***covering 500 or more employees***

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| **Federal Jurisdiction** | | | | |
| **Public Sector** | | | | |
| Government of Canada | Various unions | 9,640 | CO/B | May 02–Sep 05 |
| Canada Post | CPAA | 6,630 | TENT | Dec 05 |
| Atomic Energy of Canada (Ont. and Que.) | Various unions | 1,150 | B | Mar 06/Jun 06 |

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| Communications Security Establishment | PSAC | 1,000 | TENT | Feb 06 |
| National Research Council of Canada | Various unions | 1,000 | B | Dec 04/Apr 05 |
| **Private Sector** | | | | |
| Air Canada and Jazz (wage reopeners) | Various unions | 11,850 | B/CO/ARB | Jun/Jul 06 |
| Canadian Pacific Railway | Steelworkers | 1,270 | TENT | Dec 06 |
| Hudson Bay Mining and Smelting Company | Various unions | 1,090 | ARB | Dec 05 |
| Saskatchewan Wheat Pool | Grain Services Union | 750 | B | Jan 06 |
| **Provincial and Territorial Jurisdictions** | | | | |
| **Public Sector** | | | | |
| Ontario Hospital Association | ONA | 45,000 | ARB | Mar 06 |
| Government of Newfoundland and Labrador | Nurses/Teachers | 13,000 | B/CO | Aug 04/Jun05 |
| Government of Manitoba | MGGEU | 12,100 | ARB | Mar 06 |
| Government of Saskatchewan | SGGEU | 10,000 | B | Sep 06 |
| Nova Scotia Association of Health Organizations | CUPE/ CAW-CANADA | 5,800 | CO/B | Mar 06 |
| City of Edmonton | Various unions | 5,600 | B/MED | Dec 05 |
| Manitoba Hydro | Various unions | 4,060 | TENT | Mar 06/May 06 |
| Government of New Brunswick | CUPE | 4,040 | TENT/B | Dec 03–Feb 06 |
| Health Authorities of Manitoba | MAHCP | 3,300 | B | Mar 06 |
| Health Authorities of Prince Edward Island | Various unions | 2,340 | B | Mar 06 |
| University of Montréal | CUPE | 2,000 | TENT | Nov 05 |

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| **Private Sector** | | | | |
| Loblaws (Ont.) | UFCW | 15,000 | CO | Jul 06 |
| Real Canadian Superstores (Alta) | UFCW | 8,150 | B | Aug 06 |
| Fishery Products Intl. Ltd. (N.L.) | CAW-CANADA | 2,500 | CO | Mar 05 |
| Construction Management Bureau Limited (N.S.) | Various unions | 1,600 | B | Apr 06 |
| Saint John Construction Association | LIUNA/UBCJ | 1,400 | CO | Jun 06 |

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

## Upcoming Key Negotiations

| Employer | Union | Employees | Expiry Month |
|---|---|---|---|
| Capital District Health Authority | NSGEU | 7,900 | Oct 06 |
| Canadian National Railway | UTU/CAW-CANADA | 7,810 | Dec 06 |
| Canadian Pacific Railway | Teamsters/UTU | 6,470 | Dec 06 |
| Nova Scotia Association of Health Organizations | Nurses | 4,000 | Oct 06 |
| Ottawa Hospital | CUPE | 3,000 | Sep 06 |
| Via Rail Canada | CAW-CANADA | 2,680 | Dec 06 |
| Government of Nunavut | PSAC | 1,750 | Sep 06 |
| Council of Marine Carriers (B.C.) | CMSG | 650 | Sep 06 |

## Major Work Stoppages

Major work stoppages involving 500 or more employees from **August 25 to September 7, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

| Employer, Location, Union and Employees | Issues | Starting | Ending |
|---|---|---|---|
| There are no major work stoppages to report during this period. | | | |

## Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Recognition of Continuous Improvement at PACCAR of Canada Ltd., Sainte-Thérèse, Quebec
- Etc.

## For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

## MAILING LIST—Add or Remove my Name

The new *Workplace Bulletin* will provide you with relevant information on a variety of topics. To receive the *Workplace Bulletin* **FREE OF CHARGE,** please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT